## HUMAN RIGHTS COMMITMENT

[Organization Name] is committed to upholding the human rights of all employees. Specifically, [Organization Name] will ensure that every employee has the right to equal treatment under the protected grounds and aspects of employment established by the New Brunswick *Human Rights Act*.

PROTECTED GROUNDS

* age
* marital status
* family status
* creed or religion
* physical disability
* mental disability
* race
* colour
* ancestry
* place of origin
* national origin
* social condition
* political belief or activity
* sexual orientation
* gender identity
* gender expression
* sex (including pregnancy)

POLICY

[Organization Name] will not discriminate against any of its employees under any of the protected grounds outlined above.

Furthermore, [Organization Name] will ensure equal treatment for its employees, including, but not necessarily limited to, the following processes:

* Job applications
* Recruitment
* Training
* Transfers
* Promotions
* Apprenticeship terms
* Dismissal
* Layoff

[Organization Name] will ensure that this right to equal treatment is upheld in the areas of rate of pay, overtime, hours of work, holidays, benefits, shift work, discipline, and performance evaluations.

Duty to Accommodate

[Organization Name] has a duty to accommodate employees to eliminate negative treatment based on the prohibited grounds of discrimination. [Organization Name] will accommodate to the point of undue hardship which can only be considered when adjustments to a policy or practice would incur financial cost, necessitate outside funding, or create risks to the health or safety of a person.

Filing a Complaint

[Organization Name] acknowledges that an employee who believes their rights have been violated may file a complaint with the New Brunswick Human Rights Commission. Please note there is a time limit.

The complaint must be filed either:

* within one year of the alleged violation of the *Human Rights Act*, or
* if a continuing violation of the *Human Rights Act* is alleged, within one year of the last alleged instance of the violation.”

[Organization Name] will not retaliate against any employee who has filed a complaint with the Tribunal or had someone file a complaint on their behalf.